

Performance Management Processes

Description of system of Performance Management

The OPI manages its implementation and oversight of state and federal grants and requirements through a variety of mechanisms that have increasingly become more automated, online, and electronic for ease of use by school districts and to ensure greater accuracy. The details of these approaches and mechanisms are described below with regard to each of the topical sections of this plan as applicable:

- Academic Standards and Assessments
- Accountability, Support, and Improvement for Schools
- Supporting Excellent Educators
- Supporting All Students

Review and approval process for school district applications and plans:

The OPI uses its E-Grants System for review and approval of LEA applications and plans, supplemented by the Comprehensive Improvement Plan (CIP) system (formerly known as the Continuous School Improvement Plan or CSIP). Based on recommendations from our stakeholders, this plan is scheduled for major revisions to make it a more unified and aligned system for all programs and requirements, including the four topical areas of Montana's ESSA state plan. Final program reports (where required by a program) and final fiscal reports as well as cash requests with accompanying descriptive information on expected expenditures are also within the E-Grants system.

Collection and use of data:

Student and program participation data is collected through our AIM (Achievement in Montana) system. In addition, the TEAMS (Terms of Employment, Accreditation, and Master Schedule) system is used to collect school district staffing and course offering data. Special Education data is collected through the Special Education Child Count Data Verification system.

Monitoring implementation:

A variety of monitoring methods are used by OPI to ensure statutory and regulatory requirements. They include:

- Annual and quarterly desk audits
- Site visits for high-need and randomly selected schools
- American Indian School Advocacy Teams
- Special Education on-site and desk monitoring
- Accreditation reports and intensive assistance visits
- Title I portfolio monitoring

Assuring continuous improvement:

The OPI will regularly collect, review, and provide feedback on district and school Comprehensive Improvement Plans (CIP) which will contain a consolidated improvement plan for comprehensive and targeted support and improvement schools, special education, Perkins, and state Accreditation improvement plan requirements.

Technical assistance and differentiation of schools in most need:

The OPI will deliver technical assistance statewide through annual program conferences and work sessions to address areas where LEAs and schools are experiencing difficulty in achieving program outcomes. We will also use regional delivery of professional development with coordination between Title programs and state programs or initiatives through the use of trained experts in the particular field across Montana. School self-assessments aligned to specific needs will be key tools in our approach to assisting districts and schools. OPI will use the statewide system of support to ensure technical assistance, resources, and services are delivered strategically and comprehensively to targeted high-need schools.

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